

Harmonizing Community Worker (CW) remuneration in Uganda: Results from a PEPFAR Implementing Partners Assessment

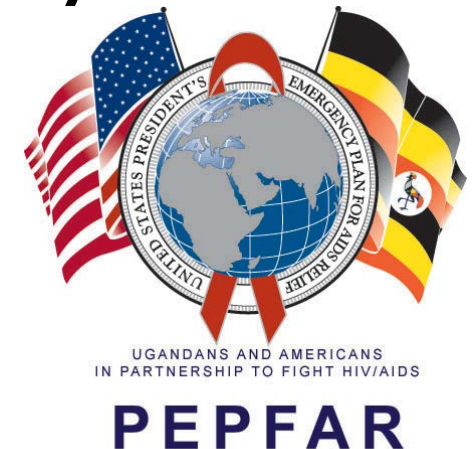
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USAID Uganda Health Systems Strengthening Activity



2nd Annual PEPFAR Uganda Science Summit
Reaching and Maintaining Epidemic Control
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Purpose and Objectives of the CW Assessment

Purpose:

The Community Worker Assessment was conducted between May and August 2020 to inform development of a harmonized PEPFAR Uganda Community Engagement Framework.

Objectives:

- Identify the different categories (cadre types) of community health and social service workers utilized by various PEPFAR supported implementing partners
- Identify the package of services across different program areas that are offered by the various cadre types of CWs
- Identify terms of service and remuneration for the various CWs cadre types
- Synthesize information from the CW assessment to inform harmonization and the development of a PEPFAR Uganda Community Engagement Framework

Methods:

Cross sectional mixed methods (quantitative and qualitative data collection methods employed)

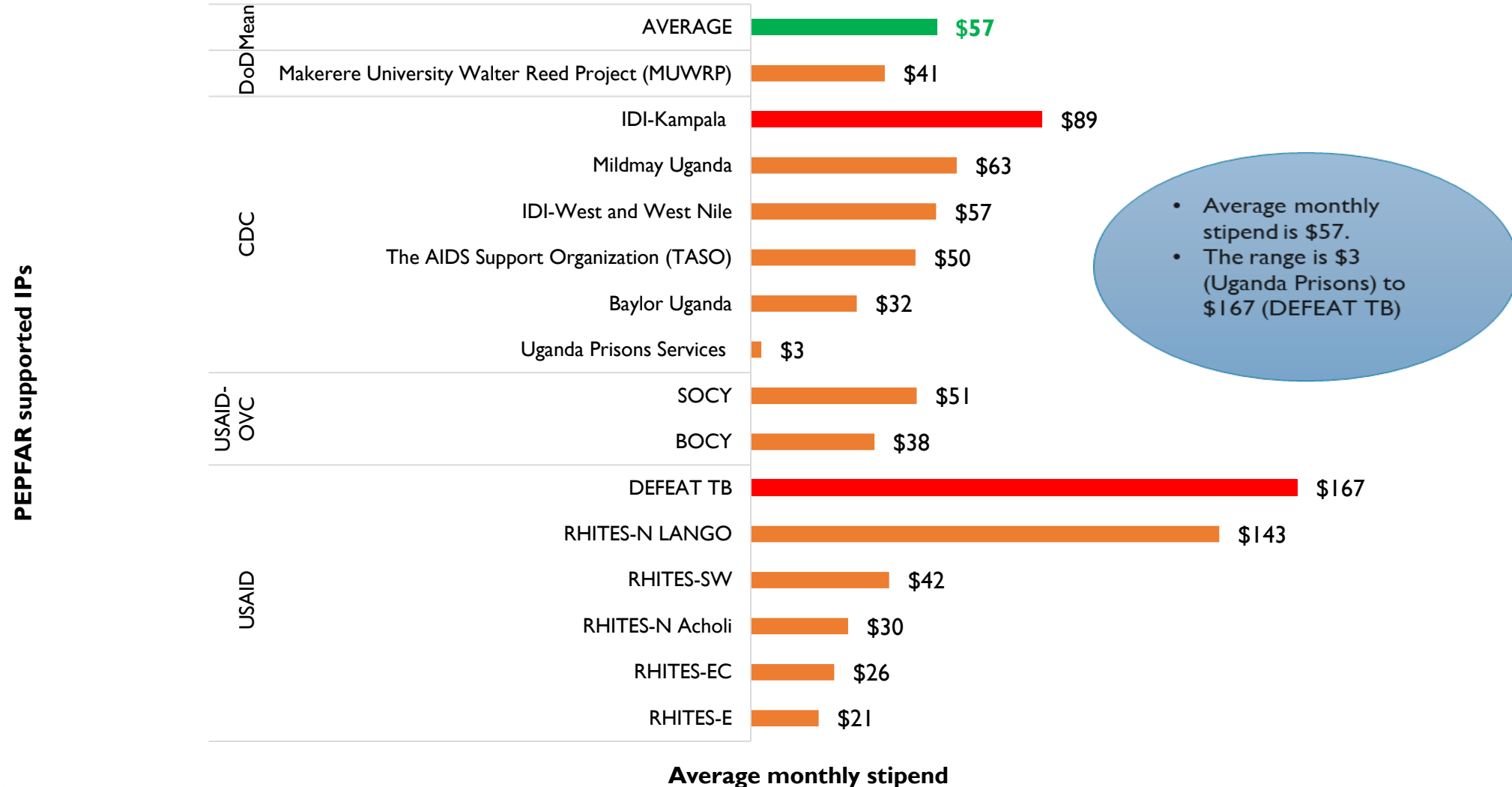
Categories of respondents

- 16 Implementing Partners and 10 Civil Society Organizations (CSOs)
- 34 District local governments
- 84 Key informants (KIs)
- 6 Focus Group Discussions (FGDs) with CWs
- 56 Health facilities (one at each level of care [HCII, HCIII, HCIV, General Hospital, RRH] in each district)
- 438 CWs (including 393 Community Health Workers and 45 Social Services Workers)

Summary of Assessment Key Findings

Key Parameters assessed	Key Findings
Number of CWs	<ul style="list-style-type: none"> • ~30,000 CWs are supported by various implementing partners and local CSOs • Male: female distribution is at 50% each
CW cadre types	<ul style="list-style-type: none"> • 51 different cadre types reported but 13 were most common and represented 89% of total • Commonest cadre type was Village Health Team (VHT) members at 36% of total
Remuneration of CWs	<ul style="list-style-type: none"> • Average remuneration across all cadre types and IPs is ~\$57 per month • Average remuneration for the 13 most common cadre types is \$40 per month • Non-monetary incentives provided include: T-shirts, backpacks, bicycles, stationery etc.
Recruitment criteria	<ul style="list-style-type: none"> • Recruitment mostly aligned to the Government of Uganda VHT recruitment guidance and experience • Specific criteria include being HIV positive, having experience with OVC etc.
Terms of Engagement	<ul style="list-style-type: none"> • On average, CWs work for 12 days per month (range 5-30) and 4.5 hours (range 2-8) per day • 67% of CWs support HIV testing services and care and treatment • 65% of CWs work both at the community and facility levels • Most IPs provide contract letters that specify CWs responsibilities, duration of engagement and remuneration terms
Roles and responsibilities	<p>9 major roles performed by CWs include: home visits and outreaches; community mobilization; health education and promotion; distribution of health commodities; referrals and linkage to care; support to adherence and retention in care; documentation and reporting, disease surveillance and administration activities</p>

Average monthly stipend across Funding Agencies and IPs



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Recommendations from Assessment on harmonization of CW cadre types and remuneration

Key Parameters	Recommendations
Renumeration of CWs	<ul style="list-style-type: none"> • Pay same monthly stipend to all CW cadres supported by a given IP • Pay the same monthly stipend to all PEPFAR supported CW cadres • Categorize the 13 most common CW cadres into three bands (\$5-\$20), band 2(\$20-\$40) and band 3 (\$40-\$60) • Both monetary and non-monetary incentives should be included in CW package
CW cadre types	<ul style="list-style-type: none"> • Align CW cadre types to the roles and responsibilities performed by the 13 most common CW cadre types or shrink the types more if feasible • Align with the VHT and proposed CHEW strategies to facilitate integration and sustainability of the CWs when donor funding to IMs expires
Training	<ul style="list-style-type: none"> • All IPs should provide initial training to CWs guided by a training needs assessment • Utilize standard training curricula developed by the different GoU ministries where they are available

Implications for Epidemic Control Efforts

PEPFAR has recently put out the following guidance (October 3, 2020) for all IPs to follow:

- Provide CWs with a written agreement specifying roles and responsibilities, working conditions and remuneration
- Plan for and provide a minimum remuneration of \$50 per month to each CW engaged in a 40hr/week working schedule and provide a corresponding portion to those CWs who work less hours
- Cover other qualifying expenses incurred by CWs during service delivery (e.g., transport, airtime etc.)
- Provide the necessary gear and tools to CWs (e.g., umbrellas, bags, bicycles, gumboots, t-shirts etc.) in line with assigned roles